

SAMARYA ENGINEERING SERVICES

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GST No.- 27BOKPP9768RIZG

Date: 20.11.2024

To,
Endurnace Technologies Limited.

Subject: Non-Applicability of Workmen's Compensation Act, 1923

Dear Sir,

This is to formally inform you that the **Workmen's Compensation Act, 1923** does not apply to our organization due to the following reasons:

- 1. Workforce Size:**
Our organization employs **only 9 employees**, which is below the threshold required for the Act's applicability.
- 2. Non-Coverage under ESI:**
Our employees are not covered under the Employee State Insurance (ESI) Act due to the workforce size
- 3. Nature of Work:**
The roles and responsibilities of our employees are strictly **non-hazardous**, thereby reducing workplace risk exposure to injuries or accidents.
- 4. Personal Insurance Coverage:**
All employees in our organization are safeguarded under **individual personal insurance policies**, ensuring adequate coverage for unforeseen events.

Considering the above points, our organization is exempt from the requirements of the **Workmen's Compensation Act, 1923**. However, we remain committed to employee welfare and safety and ensure compliance with all other applicable labor laws and regulations.

Should you require any additional information or clarification, please feel free to contact us.

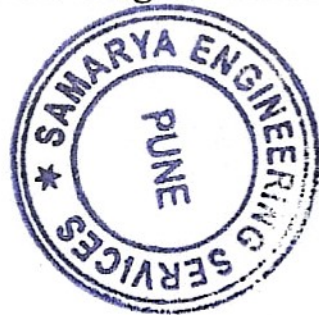
Thank you for your understanding and continued support.

Yours sincerely,



Anand Patil
[Authorized Signatory]

For Samarya Engineering Services



(ISO 9001:2015 Certified Company)